

# General Government Employees Demographics Metadata



Metropolitan Government of Nashville and Davidson County

## What's in this dataset?

Listing of demographic data for Metro Nashville general government employees.

<b>Category:</b>	General Government
<b>Keywords:</b>	employee, name, title, race, gender, ethnicity, age, eeo, demographic, department, flsa, labor, work, career, job, salary
<b>Data Provided By:</b>	Human Resources
<b>Source:</b>	Oracle E-Business Suite
<b>Time Period:</b>	Beginning of current fiscal quarter to present
<b>Update Frequency:</b>	Quarterly

## Additional Information

<b>How is this data collected?</b>	Data is extracted directly from Metro HR's enterprise-wide system which contains human resource and payroll information. The data is considered very reliable and is reviewed and updated on a regular basis by the data owners. The system this data is derived from has various checks and balances throughout its lifecycle.
<b>What does each record represent?</b>	A general government employee
<b>What are the limitations of the data?</b>	Some of the data is self-reported by the employees. This dataset does not contain information on MNPS, MDHA, MTA, and NES employees.
<b>Additional comments:</b>	None

## Data Dictionary

Data Field Name	Format	Description
Pay Grade / Step	Text	Pay grade of employee, if applicable (detailed pay grade information can be found at <a href="http://www.nashville.gov/Human-Resources/Personnel-Services/Salary-System.aspx">http://www.nashville.gov/Human-Resources/Personnel-Services/Salary-System.aspx</a> )
Annual Salary	Number	Annual base salary of the employee
Class	Text	Classification code of the employee
Title	Text	Classification title of the employee
Current Department	Text	Department to which the employee belongs
Employment Status	Text	Employment status description

EEO Job Category	Number	Code used for Equal Employment Opportunity job category
EEO Job Category Description	Text	Full text description of Equal Employment Opportunity job category
Gender	Text	Gender of the employee
Ethnic Code	Text	Code for race / ethnicity of the employee
Ethnic Code Description	Text	Full text description of the employee's race / ethnicity
Year of Birth	Number	Employee's year of birth
Date Started	Date & Time	Date that employee started employment with Metro
FLSA Exempt?	Text	Fair Labor Standards Act exemption status (Y/N)
County	Text	Employee's county of residence